## AGENDA ITEM / Presenter

### DISCUSSION/CONCLUSIONS/RECOMMENDATIONS

<table>
<thead>
<tr>
<th>TOTAL ATTENDANCE</th>
<th>A total of 100 faculty members (including participants connecting via WebEx from the Texas Tech Physicians at Kenworthy and the Texas Tech Physicians at Transmountain site). Attendance signature sheets are on file in the Office of Faculty Affairs.</th>
</tr>
</thead>
</table>
| PRESIDING OFFICERS | Richard Lange, M.D., M.B.A., President of TTUHSC El Paso, Dean of PLFSOM, Presiding Officer
Ricardo Salazar, M.D., Associate Professor of Psychiatry, Vice-Presiding Officer |

### I. CALL TO ORDER

Ricardo Salazar, M.D., Faculty Council President

Having met quorum, Dr. Salazar called the meeting to order at 12:12 p.m. He welcomed the faculty members from the Texas Tech Physicians at Kenworthy clinic and Texas Tech Physicians at Transmountain site participating via WebEx.

### II. BUDGET/LEGISLATIVE SESSION UPDATE

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso
Dean, PLFSOM

Dr. Lange reported the following regarding the recent state legislative session:

- The Texas Tech University System did very well this session. As part of a unified front, leaders from across the TTU system each presented one item they found most pertinent to the health of the institution and the well-being of West Texas. Amarillo focused on the veterinary school; San Angelo focused on helping first-generation and underserved students and their academic success; Lubbock focused on a mental health initiative; and TTUHSC El Paso focused on the development of the dental school. All four of the requests were granted.

- There are currently only three dental schools in the state, which are each between 50 and 100 years old. The last time a dental school was approved, the population of Texas was only 11 million people. Today, the estimated population is 28.2 million, and the shortage of health and dental care professionals is growing, especially in West Texas. Currently, it is suggested that the west side of the state lacks about 20% of the nurses required, a deficit that is projected to increase over the next 15 years. This area also suffers from a 50% deficit of healthcare providers and a 70% deficit of the dentists. The legislature was informed that even though the existing dental schools in Texas produced about 2200 graduates over the past ten years, only 24 of them have come to El Paso to practice.

- When the medical school was established, a separate line item was designated to fund the PLFSOM. In the state of Texas, institutional funding is based on the number of students in attendance, with dollars allocated per student in each program. TTUHSC El Paso is on an upward trajectory of class size, so this formula funding will not be enough to fund the resources required by the school for eight to ten years. Therefore, each time TTUHSC El Paso has established a new school (GGHSON, GSBS, and now WLHSDM), a request has been made to retain the line item funding allocated by the state in order to help
**Budget/Legislative Session Update continued...**

- fund the establishment. This session, $20 million over the next two years has been designated to help develop the WLHSDM.
- Looking ahead, the first dental school accreditation site visit would take place in October, allowing us to begin interviewing candidates in the summer and fall of 2020, with the first class of 40 students admitted in 2021. The school would not be officially accredited until the first class graduates.
- This was likely the most successful legislative session for the TTU System. From January through May, the presidents of the schools each spent at least one week in Austin advocating for the TTU System.

*See attached report

### III. TTUHSC El Paso Values-Based Initiative

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso
Dean, PLFSOM

Dr. Lange reported the following:

- The 10-year anniversary of the PLFSOM will be celebrated on February 28, 2020 with a grand gala. The school has begun to devise a values-based initiative that will lay the foundation for sustaining the institution for many more years. Part of this will be answering the questions of who we are as an institution, and what our values are. On June 25, 65 representatives from across the entire TTUHSC El Paso institution met to draft a statement. The thoughts of the entire institution will be integral to this initiative, so across the next 8-12 weeks, town halls will be held across the campus to gather the input of all staff, faculty, and students. There is also a webpage where people can make comments about the draft statement and their own values. A book will also be published, and offered to new faculty and employees when they join the institution. Amy Sanchez, Dr. Lange’s Chief of Staff, is leading this effort to develop a values-based culture at TTUHSC El Paso.

### IV. Department Chair/Leadership Search Updates

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso
Dean, PLFSOM

Dr. Lange reported the following and described the work of search committees:

- The institution is conducting searches to fill the following leadership positions:
  - Leadership roles at the Transmountain site
  - Chair of Pediatrics
  - Chair of Orthopaedic Surgery & Rehabilitation
  - Associate Dean for Student Affairs
### Department Chair/Leadership search updates continued...

- Associate Dean for Clinical Affairs
- Each search committee is comprised of 8-10 individuals, and is designed to be diverse in a number of ways, including in academic rank, gender, and seniority of faculty. The Office of Faculty Affairs is deeply involved in this process. Search committee members complete unconscious bias training prior to the beginning of a search. A charge is presented to look at as diverse a pool of candidates as possible for the position, and to search for individuals who align with our mission. Candidates are invited for first, and sometimes second visits to TTUHSC El Paso. The top two or three individuals are then presented to the Dean, who does some further research. The process is time and resource intensive, and can last up to nine months. Dr. Lange reminded all faculty to keep all interviews with candidates confidential.

### V. RESEARCH TASK FORCE

**Richard McCallum, M.D.**

Chair, Research Task Force

Dr. McCallum reported the following:

- The charge to investigate current research practices in order to address challenges and dissatisfaction was taken on by the task force with great seriousness and urgency. The goals included identifying current resources, effectively educating the faculty, enhancing research procedures, creating more research opportunities, and improving departmental teamwork and collaboration.

- Over six months, the group gathered data, performed interviews, investigated financial procedures and grant status, and held discussions on priorities. It was determined that the task force requires more time; however, it was clear that official leadership in clinical research needs to be implemented, and that the strategic plan addressing this issue be more specific regarding goals, outcomes, and accountability. It is beneficial that research space will increase when the new building is completed. More focus may be placed on clinical research, as it is a good source for fundraising and would stimulate our infrastructure. Increasing joint appointments across departments or each department having a research vice chair would be beneficial as well. More mentors would be helpful to the junior faculty. Chairs may need to establish a better culture during the recruitment phase, or perhaps increase the cooperation with UTEP or WBAMC ventures. Dr. Lange now holds the 60 page report, and will determine the best ways to move forward.

**STRATEGIC DIRECTIONS AND RECOMMENDATIONS FOR SCHOLARSHIP AND CLINICAL RESEARCH AT THE PAUL L. FOSTER SCHOOL OF MEDICINE**

Developed by

The Presidential Task Force on Scholarship and Clinical Research

**Please see attached report.**
VI. DEAN'S UPDATES ON ISSUES FROM FACULTY GOVERNANCE RETREAT

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso
Dean, PLFSOM

Dr. Lange reported the following:

- The summary of the Faculty Governance Retreat, held in April, was presented to the Dean’s Council by Dr. Salazar, Faculty Council President. Issues covered included faculty and student diversity, medical student and resident education, faculty recruitment and retention, and tenure and promotion. The feedback was taken seriously, and was much appreciated. These topics will be revisited in January at the TTUHSC El Paso Leadership Retreat.

VII. QUESTION AND ANSWER SESSION

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso
Dean, PLFSOM

Dr. Lange received questions and provided answers to the faculty.

- Dr. Lange noted that a Research Mixer will be held by the PLFSOM Women In Medicine and Science (WIMS) organization and hosted by UTEP for purposes of collaboration. All faculty are invited to attend on August 23, 2019 from 5:15-7:30 p.m. There will be a short series of presentations to describe research interests and help search for collaborations. A slide can be submitted via email to WIMS through Wendy Walker, Ph.D., WIMS Research Collaborations Committee Chair. The event will hopefully rotate yearly between TTUHSC El Paso and UTEP. Dr. Walker noted there will be limited opportunities to speak, but it is a great way for all attendees to socialize and make contacts.

- A kind remembrance of Dr. Devaraj Sambalingam was offered after his sudden and recent death. He is survived by his wife, Dr. Rao, and son. Please respect the mourning of the family and their privacy at this time.

- Thomas Dykes, M.D., FACR, FSAR was introduced as the new Professor and Dr. Arvin and Beverly Robinson-Furman Family Endowed Chair in the Department of Radiology.

- Dr. Lange praised the department of Institutional Advancement for their efforts in raising funds. Their goal this year was to raise across the institution about $2.5 million, and they have raised about $5.5 million.

- Q: How will we accommodate an expanding student body?
  - A: Yes, ideally the class size will increase from 100 to 125 students. The MSB II was designed specifically with classrooms in mind to accommodate this increase. The goal is to use resources and space in a way that takes class size into consideration more than which school a student attends. TTUHSC El Paso has also begun purchasing nearby properties to try and alleviate the current parking issues and prepare for more incoming students. The Research Task Force is looking for ways to develop both research and scholarship.

- Q: What is being done to help faculty engage in educational scholarship?
  - A: The Research Task Force was charged with finding gaps in both scholarship and research. Final recommendations based on the report will deal with each of these areas individually.

- Q: What positions are being searched for at the Transmountain site?
  - A: The searches are for department chairs or department clinical chiefs. Dr. Ogden added that an Assistant Dean for Graduate Medical Education is being actively recruited.

- Fabrizzio Delgado-Ramos, M.D., Assistant Professor of Psychiatry, was introduced by a colleague as a new faculty member.
<table>
<thead>
<tr>
<th>VIII. REVIEW AND APPROVAL OF MINUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ricardo Salazar M.D.</strong></td>
</tr>
<tr>
<td><strong>Faculty Council President</strong></td>
</tr>
<tr>
<td>Dr. Salazar requested approval of the previous General Faculty Meeting minutes from the January 28, 2019 meeting. Minutes were approved as presented.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IX. ADJOURNMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ricardo Salazar, M.D.</strong></td>
</tr>
<tr>
<td><strong>Faculty Council President</strong></td>
</tr>
<tr>
<td>With no further business to discuss, the meeting was adjourned at 12:54 p.m.</td>
</tr>
</tbody>
</table>

Approved by Richard A. Lange, M.D., M.B.A.
President TTUHSC El Paso; Dean PLFSOM
Presiding Officer
PLFSOM
General Faculty Meeting

Wednesday, July 31, 2019
12:00 – 1:00 pm
Misenheimer Auditorium
Academic Education Building
DEAN’S REPORT

1. Budget/Legislative Update
2. TTUHSC El Paso Values-Based Initiative
3. Updates on Department Chair and Leadership Searches
4. Update on Issues from Faculty Governance Retreat

Budget/Legislative Update

1. Dental School Approval
TTUHSC El Paso Values-Based Initiative

• Held June 25th and 26th
• Over 65 team members
• Several town halls

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Audience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, August 20th</td>
<td>12:00pm – 1:00pm</td>
<td>1100-MEB</td>
<td>Open to all</td>
</tr>
<tr>
<td>Wednesday, August 21st</td>
<td>3:30pm – 4:30pm</td>
<td>1140-MEB</td>
<td>Facilities</td>
</tr>
<tr>
<td>Wednesday, August 21st</td>
<td>12:00pm – 1:00pm</td>
<td>1140-MEB</td>
<td>Open to all</td>
</tr>
<tr>
<td>Monday, August 26th</td>
<td>12:00pm – 1:00pm</td>
<td>201B-AFC</td>
<td>Open to all</td>
</tr>
<tr>
<td>Tuesday, August 27th</td>
<td>10:00am – 11:00am</td>
<td>SON-Rm 105</td>
<td>School of Nursing</td>
</tr>
<tr>
<td>Wednesday, August 28th</td>
<td>12:00pm – 1:00pm</td>
<td>Transmountain</td>
<td>Transmountain</td>
</tr>
<tr>
<td>Thursday, August 29th</td>
<td>12:00pm – 1:00pm</td>
<td>Transmountain</td>
<td>Transmountain</td>
</tr>
<tr>
<td>Thursday, August 29th</td>
<td>8:30am – 9:30am</td>
<td>1150-MEB</td>
<td>Open to all</td>
</tr>
<tr>
<td>Wednesday, September 4th</td>
<td>11:00am – 12:00pm</td>
<td>1200-MEB</td>
<td>IT</td>
</tr>
<tr>
<td>Wednesday, September 4th</td>
<td>12:30pm – 1:30pm</td>
<td>1200-MEB</td>
<td>IT</td>
</tr>
<tr>
<td>Wednesday, September 4th</td>
<td>9:00am – 10:00am</td>
<td>IA-Oregon</td>
<td>Institutional Advancement</td>
</tr>
<tr>
<td>TBD</td>
<td></td>
<td></td>
<td>Students</td>
</tr>
</tbody>
</table>

Integrity: Be ethical and trustworthy.
• Honor commitments
• Lead by example demonstrating our values
• Cultivate trust through honesty and transparency
• Admit when you are wrong

Service: Work together to improve the lives of people
• Provide excellent education, research, and patient care
• Foster a culture of organizational unity and teamwork
• Proactively improve policies, practices, and procedures to provide the best service
• Be a recognized community partner and healthcare leader

Respect: Demonstrate high regard for self and others.
• Treat others as you would like to be treated.
• Be mindful of your actions and impact on others
• Communicate in a courteous, caring, and respectful manner.
• Cultivate diversity and inclusivity.
• Champion a safe and welcoming environment.

Accountability: Be responsible for our decisions, actions, and impact
• Take ownership – accept responsibilities and persevere
• Acknowledge and learn from success and failures
• Promote responsible management of resources
• Actively participate as a dependable team member and leader

Innovation: Advance through creativity and discovery
• Encourage a culture of positive change and creativity
• Enable visionary transformation through research, scholarship, and invention
• Cultivate new ideas through interdisciplinary and interprofessional collaboration

If you have feedback or suggestions, please email us at PresidentELP@ttuhsc.edu.
Updates on Department Chair and Leadership Searches

1. Transmountain
2. Pediatric Chair
3. Orthopaedic Chair
4. Associate Dean for Student Affairs
5. Associate Dean for Clinical Affairs
Charge from Dr. Lange, Dean/President

July 2, 2018

I am requesting that the PLFSOM Task Force on Scholarship and Clinical Research:

1. Be chaired by Richard McCallum

2. Identify currently available resources for clinical research and scholarship and how to most effectively educate PLFSOM faculty of their availability

3. Suggest ways to enhance clinical research and clinically relevant scholarship in the school of medicine (i.e., identifying scholarship and research opportunities, supporting pharmaceutical – sponsored studies, improving Interdepartmental team building, and developing collaborative opportunities with basic science faculty, etc.)

4. Accomplish mission in short timeline (i.e. Within 6 months) in order to produce specific and concise written recommendations

5. Present findings to the President and Vice President for Research who will consider the recommendations as part of an overall plan to develop research and scholarship in the school of medicine and potentially throughout the university.

This is the first task force I have assembled as TTUHSC EP President, which should inform you of its importance to me and our institution.

Members of The Presidential Task Force On Scholarship and Clinical Research

Mr. Manny Vasquez, Dr. Alok Dwivedi, Dr. E. Lee Rosenthal, Dr. Navkiran Shokar, Dr. Peter Thompson, Dr. Hernando Garcia, Dr. Jennifer Salinas, Dr. David Cistola, Dr. Zuber Mulla, Dr. Irene Sarosiek, Dr. Richard McCallum.
### Task Force Recommendations Focus on the Following Areas

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Office/Leadership For Clinical &amp; Translational Research</td>
<td>Strategic Plan</td>
<td>Capital Funds Campaign and CTSA</td>
</tr>
<tr>
<td>B.1. Hiring Joint Appts. Senior Lead Research Faculty</td>
<td>B.2. Research Capacity Building/Training for Faculty and Campus Community</td>
<td>B.3. Mentorship and Faculty Recognition</td>
</tr>
</tbody>
</table>

### Updates on Issues from Faculty Governance Retreat

1. Faculty and Student Diversity
2. Medical Student and Resident Education
3. Faculty Recruitment, Retention, Tenure and Promotion
SAVE THE DATE

The PLFSOM WIMS Research Collaborations Committee and the UTEP Border Biomedical Research Center and Department of Health Sciences invite all faculty to a

RESEARCH NETWORKING MIXER

FRIDAY, AUGUST 23, 2019
5:15 to 7:30 P.M.
The University of Texas at El Paso
Biosciences Research Building

EMAIL WENDYWALKER@TTUHSC.EDU IF YOU WOULD LIKE TO SHARE YOUR RESEARCH INTERESTS AT THE MIXER!

Q & A